

**AMENDED AND RESTATED GUIDELINES AND POLICIES
Greenbush Health Plans Trust**

The following amended and restated guidelines and policies are set forth regarding the referenced Trust Agreement, initially among Girard Unified School District #248, Southeast Kansas Education Service Center #609 and Community National Bank (the "Trustee") and the additional employers subscribing to such trust.

In accordance with the Trust, these guidelines may be further supplemented or amended from time to time upon approval of a majority of the Grantors.

1. Participating employers must enroll at least 75% of KPERS adjusted eligible employees (630+ hours annually).
2. A minimum contribution is required of \$150 by each employer for all eligible employees for 12 months. Participating employers shall pay a full life contribution of at least \$10,000 for all eligible employees. Life insurance is to be provided while employers are covered under the BC/BS-KS contract.
3. No cash option may be given to employees, except for grandfathered employees. The cash option is to be frozen with no future increases.
4. A composite rate for all groups will be sought by the Trust.
5. The Trust will seek to offer 3 homogenous plan designs to all employers.
6. The Trust will seek to offer a 4-tier rating structure to all employers.
7. The 2-year commitment to the Trust by participating employers is extended one (1) additional year. All new participants in the trust will agree to a 2-year commitment to the Trust.

The undersigned Subscribing Employer hereby agrees to and approves the foregoing amended and restated guidelines and policies regarding the Trust.

Subscribing Employer

Date: _____

By: _____

Title: _____

Address: _____

_____, Kansas _____